

## **AISD Teen Success Summit Employer Breakout Session Notes**

- Develop internships with in professional level careers so that students have the opportunity to see real life work situations.
- Develop Community programs so that students are working together with the school, community, and business owners to have a sense of unity. Example given was a broken windows program where community members worked to replaced vandalized windows in the community.
- Work with area professional sports organizations to allow students to see administrative office functions of a team. By allowing students to see this aspect of professional sports, it will give them ability to have expectations other than becoming professional athletes.
- Employers stated that if students don't express to them there is no problem, there is no way for them to find out. If a student is coming into work and being a productive employee they assume that everything else is ok. A lot of times the students are afraid to say they're having any problems academically because they know that it may result in them having less hours a week.
- Setup a communication system between the school, parents, and the employer so that the door is open between all parties to know how the student is currently performing. One way to ensure this is when the student applies for a job or is in orientation; they provide their guidance counselor's name and contact information as a part of new-hire process. Example was Goodwill has a program where the guidance counselor and a staff person work together to know how the students are performing. If the student's grades drop, they are no longer eligible to work.
- Creation of a preferred employer program that signs a pact that they are willing to work with the school district to ensure student are successful in class. In turn, these companies would be given special recruiting privileges in reaching out to students.
- Work with area businesses and sports team to develop incentive programs for the working students. If the students perform well in school they are given a reward (ex. gift cards, sports tickets, theme park tickets)
- Ensure that students are only working till a certain time on the weekday (ex no later than 10 pm) and that they only work a limited number of hours every week.
- Create a program with the court system that the students who are coming before the judge will enter a work to repay program. The students will be fined and then work jobs where they have to sign their paychecks over to the court system or school. By providing the students something tangible they maybe less likely to skip school when they are actually paying the fine.
- Possibly develop a coalition of businesses that partner together to help working student's who are contributing to their family.